BTEC Assignment Brief

Qualification	Pearson BTEC Level 3 International Subsidiary Diploma in Business Pearson BTEC Level 3 International Foundation Diploma in Business Pearson BTEC Level 3 International Diploma in Business Pearson BTEC Level 3 International Extended Diploma in Business Pearson BTEC Level 3 International Extended Diploma in Enterprise and Entrepreneurship
Unit number and title	**Unit 8: Human Resources**
Learning aims	**A:** Explore factors that can impact human resource planning in business **B:** Examine the methods of managing employees performance and how motivation impacts on business performance
Assignment title	Businesses don't build themselves; people do!
Assessor	
Issue date	
Hand in deadline	

Vocational Scenario or Context	Your student newspaper has been publishing a series of interesting case studies into businesses in your region. You have been asked to write one on motivation and human resource planning. You realise that this is a great opportunity to showcase your understanding of how important people are to business success. You need to investigate a large business organisation of your choice that has 250 or more employees. You need to use your research to write a case study on the human resource processes and motivation in the business. You can choose any large business that has a transparent and easily accessible human resource system. The case study should evaluate the human resource processes, motivational strategies and how these link to business success.

Task 1	The case study should explore human resource planning, motivational strategies and employee and business performance. Using research from a variety of sources, your case study must include: • Introduction • Details of the business, including the scope of its activities and size. Human resource planning • An explanation of the processes that are involved when the selected business plans its human resources • An explanation of the various methods used by the selected business to review human resource practices and why this is important to business planning. • An explanation of the challenges faced by the selected business and

	how these have influenced the: o human resource planning o review of human resource practices. • A detailed examination of the inter-relationship between the importance of effective human resource planning and business success. • A supported judgement on the relevance or significance to the business success of the various: o human resource methods o human resource processes. Motivation • An explanation of the links between motivation theories/strategies and business performance • An explanation of the strategies and how these are used in the selected business to manage and motivate its employees. • A careful consideration of the various motivation strategies the selected business uses to improve the motivation of its employees • Details of the relevance or significance of the various strategies the selected business uses to improve the motivation of its employees • A judgement on which motivation strategies have the most important link to improving business performance • Justified recommendations for the ways in which the selected business can improve employee motivation
Checklist of evidence required	● An individual case study that examines the motivational and human resource processes in a large selected business

Criteria covered by this task:	
Unit/Criteria reference	To achieve the criteria, you must show that you are able to:
8/B.D2	Evaluate the link between effective strategies for motivation and business performance
8/A.D1	Evaluate the effectiveness of different human resource methods and processes in relation to business success
8/B.M2	Assess ways to increase motivation and improve business performance
8/A.M1	Analyse the importance to business success of effective human resource processes and planning
8/B.P4	Explain the ways a business organization can motivate its employees
8/B.P3	Explain the links between motivation and business performance
8/A.P2	Explain methods used to review human resources practices in a business organisation and the importance to business planning
8/A.P1	Explain the processes involved when a large business organisation plans its human resources

Sources of information to support you with this Assignment	**Websites** **https://www.cipd.co.uk/knowledge** **https://hr.ucr.edu/talent-acquisition/recruitment-policies-procedures** **http://www.yourarticlelibrary.com/motivation/motivation-theories-top-8-theories-of-motivation-explained/35377** **https://www.pipefy.com/human-resource-management-processes-definition/** **https://itchronicles.com/human-resources/why-is-human-resource-planning-important/**
Other assessment materials attached to this Assignment Brief	N/A